

U → C

4/19/13 3:46 pm

POA Proposal Number One

Vacation Accruals:

Suspend Vacation Cap Effective July 1, 2013 – Subject to reopener once the police department reaches the level of 1300 sworn officers.

U → C
4/19/13 3:47pm

POA Proposal Number Two

Overtime:

No limit on paid overtime. Employee shall have the choice between receiving cash payment or compensatory time off.

U → C

4/19/13 3:49pm

POA Proposal Number Three

Uniform Allowance:

Raise to \$1000



CARROLL, BURDICK
& McDONOUGH LLP

Revised
POA WAGE
Proposal.

4-75
3/26/13

February 1, 2013

March 26, 2013

Gregg McLean Adam
Direct Dial: 415.743.2534
gadam@cbmlaw.com

Carroll, Burdick & McDonough LLP

44 Montgomery Street

Suite 400

San Francisco, CA

94104-4606

415.989.5900

415.989.0932 Fax

www.cbmlaw.com

Los Angeles

Sacramento

VIA EMAIL AND REGULAR MAIL

Charles D. Sakai, Esq.
Renne Sloan Holtzman & Sakai
350 Sansome Street, 3rd Floor
San Francisco, CA 94104

Re: San Jose POA and City of San Jose MOA Negotiations
File No. 039073

Dear Charles:

Please consider what follows an initial list of proposal items from the San Jose Police Officers' Association. We are still awaiting a response from the City about bargaining dates. Please do get back to us regarding those at your earliest opportunity.

1. Salary

- 2-7/1 Deal.
- a. July 1, 2013: Full restoration of FY11-FY13 salary concession
 - b. July 1, 2014: 3% cost-of-living increase
 - ~~c. July 1, 2015: 3% cost-of-living increase~~

~~2. Retiree Health Care Contribution~~

- a. Contributions—status quo (including new hires)
- b. agreement to joint actuarial study regarding cost and rate for new hires
- c. cash out of contributions of new hires if they leave

3. Vacation Accruals

- a. suspension of vacation cap